

AC - 010

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after April 12, 2002, were as follows: Average increases of 21 cents (2.7 percent) for Level 1 and 12 cents (1.3 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2003.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	317	8.11	9.90	7.23
CASHIER-CHECKER	285	7.03	8.96	6.75
CUSTOMER SERVICE ASST	23	7.60	8.56	7.00
OFFICE CASHIER	21	8.62	9.25	8.38
RECREATION ATTENDANT	16	6.89	7.66	6.75
NF - 2				
HEAD SALES PERSON	33	8.50	8.99	8.18
STORE DETECTIVE	9	9.36	10.90	8.83
ACCOUNTING TECHNICIAN	18	10.66	12.50	8.28
NF - 3				
DEPARTMENT MANAGER	59	11.22	12.13	10.70

WAGE AREA : #010 Kern, CA
ORDER DATE: February 4, 2002
SURVEY : #017/020-33